



Transition and Offender Workforce Development Division (T/OWDD)

The National Institute of Corrections (NIC) is a primary resource for a broad range of stakeholders involved in improving pre-trial, transition and reentry services for defendants and offenders. NIC has developed transition models, strategies, and training opportunities to improve service delivery systems, expedite stakeholder collaboration, and increase the competencies of service providers that ultimately leads to reduced recidivism, victimization, and wasted human potential.

NIC's Transition Model and strategies for states and local communities continues to be replicated nationally, resulting in interventions developed by and for jurisdictions interested in using the Transition from Prison to Community (TPC) model for guiding the development of re-entry/transition policy and practice among government agencies, faith based and community organizations.

NIC's Workforce Development program is the primary source of training tailored specifically for providers of employment services for people with criminal records. For successful integration into today's workforce, many people with criminal records are dependent upon the knowledge, skills, and abilities of professionals to assist them in developing a lifelong process for making well-informed decisions that are based on information about themselves (abilities, aptitudes, and interests) and about the world of work (occupational, educational, and labor market information). Emphasis nationally on preparing people for the workforce and the significant impact of employment retention upon desistance from crime and recidivism have increased the demand for qualified and trained professionals to provide specialized employment services for people with criminal records.

NIC offers the following resources at no cost. Most are available by contacting the NIC Information Center at 800-877-1461 or asknicic@nicic.gov.

Transition from Prison to Community Handbook (Request item 022669). This handbook has been developed as a resource for a broad range of stakeholders involved in improving transition and reentry practices. The handbook presents the Transitions from Prison to the Community (TPC) model and summarizes the experiences and accomplishments of the eight states that have helped develop, improve and bring the model to life. The handbook also presents the TPC implementation strategy that developed out of the experiences of the eight participating states.

Topics in Community Corrections, Promising Strategies in Transition from Prison (Request item 022777). This issue of *Topics in Community Corrections* is another outcome of knowledge-sharing about Transition from Prison to the Community (TPC). Several of the articles presented in this issue give a direct, hands-on account of the issues and

challenges confronting agencies as they seek to make a real difference in the ability of ex-offenders to stay out of the criminal justice system.

Offender Employment Specialist (OES) Curriculum and Facilitators Guide: Building Bridges (Request item 021698). This curriculum, endorsed by the National Career Development Association (NCDA), presents an entry level training program for professionals who assist offenders in securing and retaining employment. The set includes more than 5 hours of video incorporated into a 3-day curriculum that contains individual modules that can be used over a longer period of time for maximum flexibility in training offender employment service providers.

Building Futures: Offender Job Retention for Correctional Professionals (Request items 017699 & 018596). This 36-hour NIC Distance Learning satellite/internet broadcast program that aired in October 2002, includes discussion on the skills, strategies, and resources to address job retention issues and increase employment success of people with criminal records.

Career Resource Centers (Request item 020931). Resources provided by this software package can be used as a foundation for development of career resource centers in prisons, jails, or community corrections offices. Resources include Career Information Videos, O*Net Interest Inventory, Occupational Outlook Handbook, Career Guide to Industry, and a self-paced and/or group-facilitated curriculum that may be used to train volunteers and/or offenders to help transition people with criminal records back into the labor market through career planning and job search assistance.

Online/Kiosk Employment Application Simulation (Request item 022996). This CD-based simulation training program is designed to help offenders prepare for computerized job applicant screening systems. It provides basic information about computerized employment applications, a printable worksheet that can be used to prepare the offenders for using these systems, and a full-length interactive application with context sensitive help.

Using Labor Market Information to Promote Positive Employment Outcomes for Offenders (Request item 023729). This multimedia instructional CD provides an overview of Labor Market Information using self-paced instruction, videos, links to websites, and knowledge checks. The disk also contains a comprehensive library of resource information including the Occupational Outlook Handbook, the Career Guide to Industries, and labor market projection reports for locations throughout the United States.

Offender Workforce Development Specialist (OWDS) Partnership Training Administrative Guide (Request item 022173). By invitation only, NIC may provide training to selected corrections jurisdictions for a 12-person team to become a core cadre of Offender Workforce Development Specialist/Instructors and technical assistance to develop the

local capacity for providing Offender Workforce Development Specialist Training. This advanced training program with a comprehensive curriculum certified by NCDA meets all competencies for trainee certification as Global Career Development Facilitators. Qualified applicants may receive CEU's, undergraduate and/or graduate credit hours. For initial consideration, correctional agencies as primary sponsoring agencies may, upon request, receive a "Statement of Interest," Form A, from NCDA at 866-367-6232 or at 918-663-7060; 305 N. Beech Circle, Broken Arrow, OK 74012; dpenn@ncda.org, or <http://www.ncda.org>. For more information, contact Francina C. Carter at 800-995-6423, ext. 40117 or 202-514-0117; or e-mail fcarter@bop.gov.

Workforce Development and Women Offenders. This e-learning training program is available through NIC's E-learning Center for service providers interested in workforce development issues specific to women offenders. This course describes the typical characteristics and external barriers that affect the employability of women offenders and effective intervention. Expected duration is 2 hours. NIC's E-learning Center is accessible at <http://nic.learn.com>.

Gender-Responsive Strategies: Research, Practice, and Guiding Principles for Women Offenders (Request item 018017). As the criminal justice system becomes more responsive to the issues of managing women offenders, it will become more effective in targeting the pathways to offending that both propel women into the criminal justice system and return them to it. This report indicates that gender-responsive practice can improve outcomes for women offenders by considering their histories, behaviors, and life circumstances. It concludes by offering guiding principles and strategies for improving the system's response to women offenders. The intended audience ranges from policy-and decision makers at the legislative, agency, and system levels to those who manage or serve offenders on a daily basis.

Women and Work: Gender Responsivity and Workforce Development (Request item 023218). This 8-hour NIC Distance Learning satellite/internet broadcast program that aired September 2008, reviews the policies and practices that impact women and their reentry efforts; as well as, reviews various assessment tools that support employment attainment and retainment.

Creating a Workforce Development Culture To Reduce Reincarceration (Request item 023065). Vermont's Workforce Development Program is highlighted. Topics discussed include: creating a unique culture; the program's core—a workforce development culture; Habits of Mind curriculum; workplace application; evidence of effectiveness; program replication; future of the program; and program costs. The reincarceration rate for male participants that successfully completed the program is 59%, at six months following release, compared to the control group's rate of 74%; the rate for females is 38% versus 63% for the comparison group.

Career Resource Centers: An Emerging Strategy for Improving Offender Employment Outcomes (Request item 023066). This written guide and accompanying multimedia DVD provide an overview of career resource centers along with the practical tools needed to develop a career resource center in a correctional facility or community supervision office. Topics discussed include: common elements of career resource centers; getting started; the role of assessment; building community ties; technology resources; and future directions.

Building Tomorrow's Workforce: An Effective Reentry Strategy (Request item 023255). This 3-hour NIC Distance Learning satellite/internet broadcast program that aired on August 20, 2008, includes a diverse panel of corrections and workforce development professionals, including correctional administrators, policymakers, employers, community agency representatives, and correctional industries professionals.

A Model for Social Justice: Collaboration Between Faith-Based and Community Organizations and Corrections (Request item 022542). This 3-hour NIC Distance Learning satellite/internet broadcast program that aired in September 2007, examines the myths, realities, boundaries, and benefits of collaboration between corrections and faith-based and community organizations.

Pod-Cast on Evidence Based Practices, George Keiser, National Institute of Corrections. This podcast provides an overview in lay language of the relationship between Evidence-Based Practice and employment. <http://nicic.gov/owd>.

Evidence-Based Practices for Supervisors. This e-learning training program is available through NIC's E-learning Center for service providers whose daily responsibilities require direct interaction with offenders and whose agencies have made a commitment to implement evidence based practices. NIC's E-learning Center is accessible at <http://nic.learn.com>.

Motivating Offenders To Change: A Guide for Probation and Parole (Request item 022253). This guide provides the reader with a valuable primer on the tenets of motivational interviewing. The authors lay out the foundations of motivational interviewing and give examples of how it can be implemented. Information is presented in an easily digestible and common sense style. The book serves as a valuable prerequisite and aid to training in the use of this effective technique for facilitating positive offender change.

Thinking for a Change: An Integrated Approach to Changing Offender Behavior (Request item 018311). This 32-hour program, originally broadcast in September 2002, presents an advanced-level course that trains facilitators to deliver the Thinking for a Change program with offender groups. Thinking for a Change is an offender program that integrates cognitive approaches for changing behavior by restructuring offenders' thinking and teaching pro-social cognitive skills.

Cognitive-Behavioral Treatment: A Review and Discussion for Corrections Professionals (Request item 021657). This publication is intended to inform corrections and probation/parole professionals about the availability and benefits of cognitive-behavioral treatment services geared toward the specific risks and needs of offender populations.

Beyond the Myths: The Jail in Your Community (Request item 018696). This resource provides the public with information about jails generally, their jails specifically, and the need for community interest in local jail issues. It can also be used to educate prospective jail employees about local detention. (1 DVD, 23 min.)

T/OWD Website and Blog

For more information about the T/OWD Division, see <http://www.nicic.gov/owd> and join the Offender Employment Blog and Discussion Forum by registering at <http://community.nicic.gov/user/CreateUser.aspx>.